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B. AMENDMENTS TO THE CLAIMS

1. (Currently Amended) A computer-implemented method for managing personnel planning factors, said method comprising:
receiving, over a computer network, planning factor data from a user, the planning factor data corresponding to one or more employees and the planning factor data including risk planning data corresponding to a risk of at least one of the employees leaving an organization;
storing the planning factor data in employee profile data areas in an employee database, wherein each employee profile data area in the employee database corresponds to one of the employees;
storing actual employment data for each of the employees in the employee profile data areas in the employee database;
analyzing the planning factor data; and
copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.
2. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:
determining budget planning data for a group of employees;
storing the determined budget planning data;
comparing the budget planning data with the planning factors corresponding to the group of employees; and

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revising the planning factors data corresponding to at least one employee selected from the group of the employees in response to the comparison.

3. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:
selecting one of the employees;
comparing actual data corresponding to the selected employee with actual employment data corresponding to one or more other employees; and
revising the planning factors data corresponding to the selected employee in response to the comparison.
4. (Currently Amended) The computer-implemented method as described in claim 3 wherein the actual data includes performance evaluation data and wherein the planning factors further include compensation planning data.
5. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:
displaying a summary of actual employment data and planning factors data for a group of employees, wherein the group of employees corresponds to a manager on a display device;
displaying one or more first summary options corresponding to the displayed summary on the display device;
receiving a summary option selection corresponding to one of the first summary options from the user;
summarizing the actual employment data and planning factors data for the group of employees in response to the received summary option creating a new summary;

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determining one or more second summary options
corresponding to the new summary;
displaying the new summary and the second summary options
on the display device; and
receiving a second summary option corresponding to one of
the second summary options from the user.

6. (Currently Amended) The computer-implemented method as described in claim 1 wherein the analysis is selected from the group consisting of risk assessment analysis, compensation analysis, and performance analysis.
7. (Currently Amended) The computer-implemented method as described in claim 1 further comprising:
copying one or more compensation planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data; and
clearing the copied compensation planning factors.
8. (Currently Amended) An information handling system comprising:
one or more processors;
a memory accessible by the processors;
one or more nonvolatile storage devices accessible by the processors; and
a personnel planning factors tool to manage employee planning factors, the dynamic packaging tool including:
means for receiving planning factor data from a user,
the planning factor data corresponding to one or more employees and the planning factor data

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including risk planning data corresponding to a risk of at least one of the employees leaving an organization;

means for storing the planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the employees;

means for storing actual employment data for each of the employees in the employee profile data areas;

means for analyzing the planning factor data; and

means for copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.

9. (Original) The information handling system as described in claim 8 further comprising:

means for determining budget planning data for a group of employees;

means for storing the determined budget planning data;

means for comparing the budget planning data with the planning factors corresponding to the group of employees; and

means for revising the planning factors data corresponding to at least one employee selected from the group of the employees in response to the comparison.

10. (Original) The information handling system as described in claim 8 further comprising:

means for selecting one of the employees;

means for comparing actual data corresponding to the selected employee with actual employment data corresponding to one or more other employees; and

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means for revising the planning factors data corresponding to the selected employee in response to the comparison.

11. (Currently Amended) The information handling system as described in claim 10 wherein the actual data includes performance evaluation data and wherein the planning factors further include compensation planning data.
12. (Original) The information handling system as described in claim 8 further comprising:
 - means for displaying a summary of actual employment data and planning factors data for a group of employees, wherein the group of employees corresponds to a manager on a display device;
 - means for displaying one or more first summary options corresponding to the displayed summary on the display device;
 - means for receiving a summary option selection corresponding to one of the first summary options from the user;
 - means for summarizing the actual employment data and planning factors data for the group of employees in response to the received summary option creating a new summary;
 - means for determining one or more second summary options corresponding to the new summary;
 - means for displaying the new summary and the second summary options on the display device; and
 - means for receiving a second summary option corresponding to one of the second summary options from the user.

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13. (Original) The information handling system as described in claim 8 further comprising:
means for copying one or more compensation planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data; and
means for clearing the copied compensation planning factors.
14. (Currently Amended) A computer program product stored in a computer operable media for managing employee planning factors, said computer program product comprising:
means for receiving planning factor data from a user, the planning factor data corresponding to one or more employees and the planning factor data including risk planning data corresponding to a risk of at least one of the employees leaving an organization;
means for storing the planning factor data in employee profile data areas, wherein each employee profile data area corresponds to one of the employees;
means for storing actual employment data for each of the employees in the employee profile data areas;
means for analyzing the planning factor data; and
means for copying one or more planning factors from at least one of the employee profile data areas to the actual employment data corresponding to the employee profile data areas.
15. (Original) The computer program product as described in claim 14 further comprising:
means for determining budget planning data for a group of employees;

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means for storing the determined budget planning data;
means for comparing the budget planning data with the
planning factors corresponding to the group of
employees; and
means for revising the planning factors data corresponding
to at least one employee selected from the group of
the employees in response to the comparison.

16. (Original) The computer program product as described in claim 14 further comprising:
means for selecting one of the employees;
means for comparing actual data corresponding to the
selected employee with actual employment data
corresponding to one or more other employees; and
means for revising the planning factors data corresponding
to the selected employee in response to the
comparison.
17. (Currently Amended) The computer program product as
described in claim 16 wherein the actual data includes
performance evaluation data and wherein the planning
factors further include compensation planning data.
18. (Original) The computer program product as described in
claim 14 further comprising:
means for displaying a summary of actual employment data
and planning factors data for a group of employees,
wherein the group of employees corresponds to a
manager on a display device;
means for displaying one or more first summary options
corresponding to the displayed summary on the display
device;

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means for receiving a summary option selection
corresponding to one of the first summary options from
the user;

means for summarizing the actual employment data and
planning factors data for the group of employees in
response to the received summary option creating a new
summary;

means for determining one or more second summary options
corresponding to the new summary;

means for displaying the new summary and the second summary
options on the display device; and

means for receiving a second summary option corresponding
to one of the second summary options from the user.

19. (Original) The computer program product as described in
claim 14 wherein the analysis is selected from the group
consisting of risk assessment analysis, compensation
analysis, and performance analysis.

20. (Original) The computer program product as described in
claim 14 further comprising:

means for copying one or more compensation planning factors
from at least one of the employee profile data areas
to the actual employment data corresponding to the
employee profile data; and

means for clearing the copied compensation planning
factors.